

Germantown Police Department



2020 Annual Report



A Tennessee Accredited Law Enforcement Agency

2020 Annual Report

Oath of Honor

The Germantown Police Department is dedicated to providing the highest quality law enforcement service to those that we protect and serve. To that end, we strive to live out the International Association of Chiefs of Police established code of ethics.

Law Enforcement Oath of Honor

*On my honor, I will never
betray my badge, my integrity,
my character or the public trust.*

*I will always have the courage to hold
myself and others accountable for our actions.*

*I will always uphold the constitution,
my community and the agency I serve.*



International Association of Chiefs of Police

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City of Germantown-- An Overview

Form of Government

The City of Germantown operates under a council-manager form of government, known as the Mayor and Board of Aldermen. The Mayor is the chief administrative officer with oversight of day-to-day management assigned to an appointed city administrator. The Mayor acts as the presiding officer of the board and ceremonial head of the city, exercising a mayoral vote only under the circumstances of a tie.

City Mayor- Mike Palazzolo

Alderman Position 1	Scott Sanders
Alderman Position 2	Mary Anne Gibson
Alderman Position 3	Sherrie Hicks
Alderman Position 4	Brian Ueleke
Alderman Position 5	Jon McCreery
City Administrator	Patrick Lawton
Asst. City Administrator	Jason Huisman
City Attorney	Mac McCarroll



Germantown Forward 2030

Germantown is a vibrant, modern community, the community of choice, offering outstanding quality of life for all generations. The government is fiscally sound and provides top-quality public safety and services responsive to community requirements. Engaged residents honor the past, treasure the present and responsibly shape Germantown's future.

City of Germantown- Our Mission

Germantown city government is financially sound and well governed. The City provides exceptional services responsive to citizens' needs and top quality facilities, parks and infrastructure.

Court System

Municipal Court handles traffic offenses, city code violations, and arraignments for criminal offenses. The judicial process is conducted by two elected, part-time judges, a part-time prosecuting attorney, several part-time assistant prosecutors, the City Court Clerk and staff.

Judge, Div 1- Honorable Raymond S. Clift
Judge, Div 2- Honorable Robert M Brannon, Jr
City Prosecutor- Taylor Cates
Asst City Prosecutor- Mark Miesse

Asst. City Prosecutor- Rob Clapper
Asst. City Prosecutor- Rees Hodges
Asst. City Prosecutor- Nick Pierotti
Legal Advisor- Johnny McFarland

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Executive Summary

The Germantown Police Department is a professional, progressive law enforcement organization committed to serving the citizens of Germantown with excellence every day. The department has an authorized strength of 108 officers, 23 public safety dispatchers, and a contingent of civilian administrative support staff. The department benefits from outstanding community support and civic involvement. This is evident by the dedicated volunteers of the Reserve Officer corps and the alumni of its Citizen Police Academy program.

The men and women of the Germantown Police Department are dedicated to providing quality police services to the community. Their commitment to excellence is reflected in the **Key Services, Goals, and Values** emphasized by the department.

The **mission** of the Germantown Police Department is to maintain a peaceful and orderly environment that ensures the protection of life and property through equitable enforcement of laws, rapid response, and community education.

Key Services that the Germantown Police Department provides to the community:

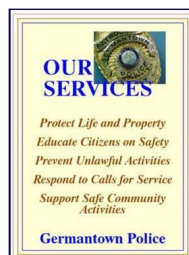
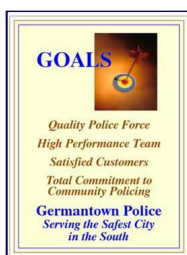
- Protect Life and Property
- Educate Citizens on Safety
- Prevent Unlawful Activities
- Respond to Calls for Services
- Support Safe Community Activities and Events

Goals of the Germantown Police Department:

- Provide a Quality Workforce
- Establish a "High Performance Team" Police Department
- Provide Citizen Satisfaction
- Total Commitment to Community Policing
- Remain one of the safest cities in the Mid-South

Values of the Germantown Police Department:

- Lead Responsibly
- Deliver Service Excellence
- Produce A+ Results



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Germantown Police Department is broken down into 5 divisions: Administration, Patrol, Investigations, Police Services, and Communications

Police Administration

The administration of the police department rests with the Chief of Police and the appointed Command Staff. They set department strategy, prepare and manage the budget, and manage the staffing function. They perform other administrative duties, such as performance measurement and statistical reports.

Chief of Police- Richard L. Hall



Chief Richard Hall was hired as a patrol officer for the City of Germantown in October 1985. He has served the citizens of Germantown as a Patrol Officer, Detective, Patrol Sergeant, Lieutenant, Captain over Investigations and SWAT team, Assistant Chief, Deputy Chief, and ultimately becoming Chief of Police January 2002. Chief Hall is a graduate of the University of Memphis, the FBI Law Enforcement Executive Development seminar, the Northwestern University School of Police Staff, and the FBI National Academy Session 176. He has served as President of the Memphis Metropolitan Association of Chiefs of Police, and on the Tennessee Association of Chiefs of Police Board of Directors. In 2019 Chief Hall was elected President of the TACP, and now serves on the Board of Directors in the Past President position.

Deputy Chief- Rodney A. Bright



Deputy Chief Bright has served the citizens of Germantown since July 1991. He was appointed to his current position in October 2007. Prior to his appointment, he spent time as the Commander over the Investigations Division, Police Services Division, the Uniform Patrol Division, and SWAT team. Deputy Chief Bright is a graduate of the University of Memphis, the Northwestern School of Police Staff and Command, the 221st session of the FBI National Academy, and FBI LEEDS Cycle #76. He is a past President of the Memphis Metropolitan Association of Chiefs of Police (2016). He is a FBINA Master Officer Safety, Wellness, and Resiliency Instructor, as well as a certified Lean Six Sigma Black Belt.

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Captain Mike Fisher



Captain Mike Fisher has served with the Germantown Police Department since June of 2005. He has been assigned to Patrol, Investigations Division, and S.W.A.T.. He was promoted to Lieutenant in 2012 and served as patrol shift supervisor and Investigations supervisor before being promoted to Captain in 2017. He currently Serves as an Administrative Captain and manages the department's accreditation Program. In 2019, he was appointed to the Tennessee Association of Chiefs Of Police Standards Committee. Captain Fisher earned a Bachelor's Degree in Public Administration/Criminal Justice from the University of Mississippi and is a Graduate of the Southeast Command and Leadership Academy.

Captain Jack Antonuk



Captain Antonuk began his career with the Germantown Police Department in 1999. He received a Bachelor of Science degree in Sociology from the University of Wisconsin-Madison in 1998. He is currently a Captain assigned to the Administrative Division. He previously worked as a Lieutenant and then Captain in the Uniform Patrol Division, as well as a Lieutenant in the Investigative Division. He is a graduate of the Northwestern School of Police Staff and Command, and a certified Lean Six Sigma Green Belt.

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Uniform Patrol Division

Commanding Officer: Inspector Mike Gray



Inspector Mike Gray has served the citizens of Germantown since May 1987, as a starting as a reserve patrol officer. He began his career as a Patrol Officer with the Department in January 1988. He has served in various positions within the department. He spent time as a Detective in Investigations, in the Special Operations Unit, and has served on several task forces including Drug Enforcement Administration and the U.S. Secret Service. As a Lieutenant, he supervised in both Patrol Divisions and Investigations. He was appointed to Captain in April 2013 and served in Investigations until July 2019. Inspector Gray has a Bachelor of Science Degree in Organizational Management. He is a graduate of the National Forensic Academy, where he received "The Dr. William Bass Award". He completed five weeks of extensive training in computer forensics from the Department of Defense and the U.S. Secret Service. Inspector Gray is also a graduate of Southeastern Command & Leadership Academy and the FBI National Training Academy. He was appointed to his current position in July 2019, assigned to the Patrol Division.

The Uniform Patrol Division is responsible for the continuous patrols of the city and is the largest division within the Police Department. Officers in the patrol division respond to calls for service and conduct patrols in order to protect life and property and to detect unlawful activity. The city is divided into seven patrol districts and officers are assigned a specific district each day. Officers are encouraged to participate in functions within their assigned areas such as Homeowners Association meetings and Neighborhood Watch programs.

Officers assigned to the Uniform Patrol Division must have the ability to secure crime scenes, administer first aid, arbitrate disputes, conduct preliminary and follow-up investigations, gather evidence, obtain witness statements, apprehend suspects, make arrests and transport prisoners. Officers are also expected to give advice and general information in response to inquiries from the public. Officers may also be called upon to testify as a witness in court in connection with written citations, arrests, and investigations.

Officers receive an average of 120 hours annually in specialized training in a variety of areas. These areas include: firearms, defensive tactics and weapons, DUI enforcement, crime scene processing, legal updates, officer safety, courtroom testimony, crash investigations, survival skills, and interpersonal communications skills. Other specialized training is performed by officers within this division and includes such critical areas as: Field Training (FTO) program, School Resource Officer Program (SRO), Crisis Intervention Team (CIT) program, Crisis Negotiations Team (CNT), Special Enforcement Team (SET), S.W.A.T., Special Weapons and Tactics Team, K-9 Officers, and Child Passenger Seat Restraint Technician program.

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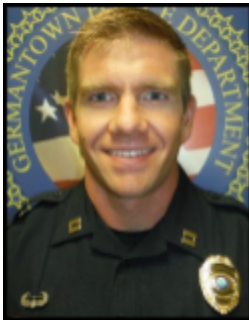
Patrol Division Captains

Captain Jodi Whitfield



Captain Whitfield is a 29 year veteran of the department and currently serves in the Uniform Patrol Division where he oversees the morning shift. In addition, Captain Whitfield leads the department's K-9 program, critical Investigation unit, and serves as the department liaison to the Tennessee Highway Safety Office. He is a 2001 graduate of the Northwestern University School of Police Staff and Command, and the 230th session of the FBI National Academy in Quantico, VA.

Captain Nick Godwin



Captain Nick Godwin began his career with the department in 2006 after graduating from the University of Mississippi and the Memphis Police Academy. In 2008, he became a member of the department's SWAT team. Godwin was promoted to the rank of Lieutenant in 2013, and he continued to serve in the Uniform Patrol Division and as a SWAT team leader. In 2017, Godwin was promoted to the rank of Captain. Captain Godwin is currently assigned as the commander of the Charlie shift patrol, the SWAT team, and the Special Enforcement team. Captain Godwin is a graduate of the Southeastern Command and Leadership Academy (SECLA) and the FBI National Academy.

Captain Kevin Simpson



Captain Kevin Simpson joined the Germantown Police Department in October 2001. As a patrolman, he was assigned to Patrol, S.W.A.T., and the metro DUI unit. Captain Simpson was promoted to Lieutenant in 2013, where he served as a patrol supervisor, investigations supervisor, and school resource officer supervisor. He was promoted to the rank of Captain in March 2020, and he currently serves as a patrol shift commander. Captain Simpson is a graduate of Mississippi State University and the Southeastern Leadership Academy.

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K-9 Unit

The Germantown Police Department formed the K9 Unit in 1990. The unit currently consists of three officers. The K9 Unit provides trained canine teams to assist in the apprehension of fleeing felons, prevention and detection of crime, narcotics detection, and other duties as assigned by the police department. Officers assigned to the K9 Unit must undergo extensive training consisting of basic narcotics detection courses, numerous canine handler courses, and canine first aid. The department canines are certified for drug detection as well as patrol duties. The K9 Unit maintains their proficiency by training 16 hours per month in addition to specialized training they receive annually. The officers assigned to the unit are members of the National Narcotic Detector Dog Association (NNDDA), which certifies both the canines and the handlers. The K9 Unit competes in applicable competitions to establish benchmark proficiency. The primary functions of the unit are to assist with narcotic detection on traffic stops and support patrol operations with detection and apprehension capabilities. They also participate in numerous educational presentations to schools, neighborhood groups, and civic organizations.



Pictured at Left:

Sr. Police Officer Sam Henderson with partner Jinx

Sr. Police Officer T.J. Quinn with partner Vader

Sr. Police Officer Nick Iacobucci with partner Enza

Special Weapons and Tactics (SWAT) Team

The Germantown Police Department Special Weapons and Tactics (SWAT) Team is comprised of fifteen specially selected officers, led by Capt. Nick Godwin. The team is responsible for high risk situations where the training and/or equipment falls outside the scope of a regular police officer. These situations include but are not limited to: barricaded suspects, hostage rescue, high risk warrant service, large event protection and other arduous assignments. The team trains extensively in an effort to remain proficient. Each member of the team must qualify semi-annually in physical fitness and firearms to remain a member of the team. Each member also undergoes a 120 hour Basic SWAT School. Additionally each officer is required to complete 40 hours of annual training and train a minimum of 16 hours per month to stay proficient in their skills. Specialized members, such as snipers, train an additional 8 hours a month in marksmanship. In 2017 and 2018 they competed in the Mississippi Tactical Officers Association SWAT competition, and the team finished in first place both years (defeating teams from the Memphis metro area and the state of Mississippi). The team is called upon by neighboring local and federal agencies for assistance with large event protection details, high risk warrant service, and other SWAT duties.

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Special Enforcement Team

The Special Enforcement Team comprises 3 specially selected officers and one supervising lieutenant. The team is assigned organizationally to the patrol division. The Special Enforcement Team provides directed enforcement to impact and resolve the most pressing crime locations, offenders, patterns, and trends in the city. SET is intended to be a flexible crime response resource designed to rapidly engage and reduce priority crime, traffic problems, or any other assignment deemed necessary. Since its inception the Special Enforcement Team has obtained high levels of success in handling specific complaints and operating as a link between the patrol and investigations division.

Crisis Negotiation Team (CNT)

The Germantown Police Department formed the Crisis Negotiations Team for deployment in the event of a critical barricade or hostage situation. The fourteen-member team is led by the team commander, Captain Jack Antonuk. Additionally the team consists of thirteen specially trained negotiators, who are equipped with state-of-the-art communication equipment. The team regularly trains in conjunction with the SWAT team and other law enforcement negotiation teams in the Memphis metropolitan area.

Crash Investigation Specialists

The Germantown Police Department Critical Injury Crash Investigation Team is responsible for conducting all investigations and reconstructions of motor vehicle traffic crashes that result in critical injuries/fatalities. The team is made up of officers who have received extensive training in traffic crash investigation. The team is outfitted with advanced tools and equipment to assist them in the scene mapping and diagramming as part of their investigation of traffic crashes and other incidents.

Crisis Intervention Team- CIT

The department maintains a staff of specially trained officers who respond to calls for service involving emotionally disturbed persons (EDP). Crisis Intervention Team (CIT) officers complete an extensive, hands-on practical training program offered by the Memphis Police Department. These officers work with mental health providers and mental health consumer groups to provide evaluation and treatment for those in need. In 2019, officers responded to 200 emotionally disturbed persons calls for service.



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Investigations Division

Commanding Officer: Inspector Lee Covey



Inspector Lee Covey has served the citizens of Germantown since February 1996. He has supervised as the Patrol Division Commander, Police Services Commander, and the Investigations Division Commander, a Lieutenant in both the Patrol and Investigative Divisions, and a Captain in the Investigations Division. Prior to entering the supervision level, he served as a detective and a patrol officer. Inspector Covey was a reserve police officer before he was hired full time in February 1996. Inspector Covey received a Bachelor of Science Degree in Criminal Justice Administration. He is a graduate of the Southeastern Command and Leadership Academy.

The Investigations Division is primarily responsible for conducting follow-up investigations of all criminal incidents reported to the Germantown Police Department. Detectives identify and apprehend offenders, recover, identify, and preserve property and evidence, prepare assigned cases for prosecution in court, and present cases to the State and Federal Grand Juries. The Investigations Division also has detectives assigned to the Memphis Drug Enforcement Administration Task Force, the Federal Bureau of Investigation Joint Terrorism Task Force, the West Tennessee Drug Task Force, the Federal Bureau of Investigation Safe Streets Task Force, the United States Secret Service Task Force, and the Alcohol, Tobacco, and Firearms Project Safe Neighborhoods Task Force.

The Germantown Police Department is a regional leader for computer forensic investigations. Through affiliations with the United States Secret Service and Internet Crimes Against Children program, the department has greatly enhanced its computer investigative abilities. Detectives routinely conduct computer investigations which vary from white collar embezzlement to child pornography cases. Detectives complete extensive training to combat the victimization of children by suspects utilizing the Internet.

Captain Bill Stemmler



Captain Bill Stemmler began his career with the Germantown Police Department in April of 1998. He is currently assigned to the Criminal Investigations Division. Prior to his current assignment, he served as an Administrative Captain, Command of the Hostage Negotiations Team, Captain in the Patrol Division, Lieutenant in the Patrol Division, a Detective and a Patrol Officer. Captain Stemmler attended the University of Memphis, where he earned a degree in Criminal Justice. He is a graduate of the FBI National Academy Session 268, Southeastern Command and Leadership Academy. He has also successfully completed FBI-LEEDA Leadership Trilogy Training.

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Detective Chris Jefferson
processing a handgun for
evidence.



Detective Kyl Sathongnhoth
looking through a case file.

Administrative Support

The administrative support staff perform many vital roles for the department. Their duties include report review and analysis, data entry, transcription, TIBRS compliance, and record maintenance. They are often the first point of contact with the public. Each proudly serves the citizens of Germantown.



Pam Gray
30 years of service



Carole Anderson
25 years of service

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Police Services Division

Commanding Officer: Inspector Alan Keller



Inspector Alan Keller has served with the Germantown Police Department since March 1995. He has served as a member of the Department's Command Staff since 2006 with assignments in Uniform Patrol, Investigations, and Administration. He has over twenty years of SWAT experience with 11 years as the team commander. He has been certified as a LEAN Six Sigma Black Belt since November 2011. He is a graduate of Northwestern University School of Staff and Command and the 236th session of the FBI National Academy in Quantico, VA. He currently leads the Police Services Division.

The Police Services Division is responsible for administering and coordinating several key work units, department programs, and functions. These areas include community relations, training, Reserve Officer program, Citizen Police Academy program, Germantown Watch, City sanctioned special events, employee recruitment, coordination of the hiring process, and initial on-boarding for new Police Officers.

Police Services Captain- Brandon Schiel



Captain Brandon Schiel joined the Germantown Police Department in October of 2001 after graduating from Mississippi State University with a Bachelor of Arts degree. Schiel initially served in the Patrol Division at the rank of patrolman prior to being transferred to the Investigations Division. Captain Schiel was promoted to the rank of Lieutenant in August of 2007 where he served as a patrol supervisor and school resource officer coordinator. While a Lieutenant, Schiel also acted as the assistant S.W.A.T. team commander for ten years. In July of 2012 Schiel was selected to attend the FBI's National Academy. In July of 2019, Schiel was promoted to the rank of Captain and currently serves in the Patrol Division.

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Citizens Police Academy

Since its inception in 2003, the Citizens Police Academy has provided an opportunity for citizens to learn firsthand about police operations. Attendees are given an overview of training similar to that of a police officer through: classroom lectures, simulated activities, ride-along opportunities with patrol officers, guest speakers, demonstrations and interactive experiences, citizens. The program educates citizens about the realities of law enforcement in their community and fosters better cooperation and communication between the police and the public. It also provides an opportunity for citizens to engage the department and voice their perceptions, concerns and ideas concerning police operations. The academy is mutually beneficial, facilitating open communications and an exchange of ideas between the department and the citizens we serve. To date, 290 citizens have completed the Citizens Police Academy program.

Reserve Police Officer Program

The Reserve Officer program was established in 1957, and it continues to be a vital part of the police department. Currently, the Reserve Officer program consists of 30 men and women who serve the citizens of Germantown with unrivaled pride and dedication. Since its inception, the program has provided the department with dedicated volunteers who assist with normal patrol duties and assist in providing traffic control and security for numerous City sponsored special events, such as the Germantown Charity Horse Show, the Mayor's Cup 5K, and the Germantown Festival. Additionally, reserve police officers provide security for The Germantown Municipal Court and public meetings where city business is conducted. In 2020, reserve officers worked 4,034 volunteer hours. Based on an officer's overtime pay, the savings realized by the use of these volunteers was in excess of \$225,904.00.

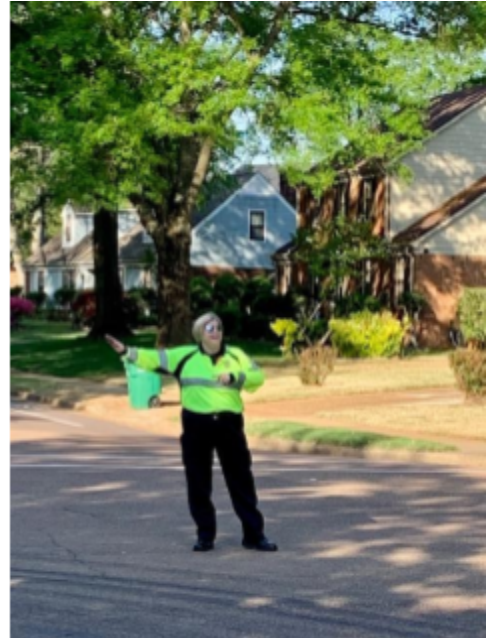
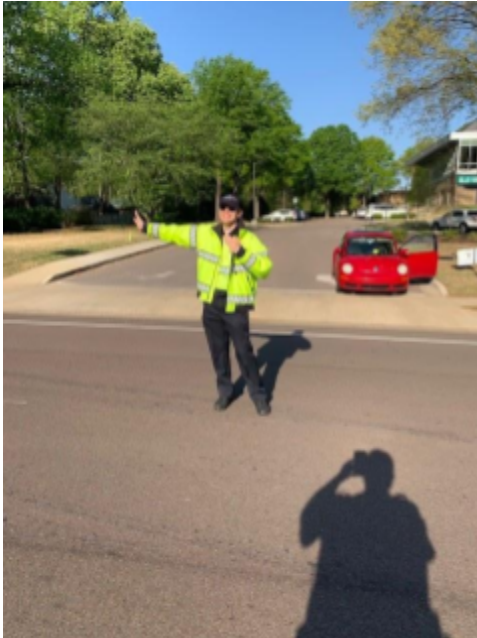
Reserve officers are required to attend a twelve-week basic training class, and maintain the same number of training hours annually as full time police officers.



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School Crossing Guards

The department deploys part-time crossing guards in all public school crossing zones throughout the city. These employees are responsible for pedestrian safety and traffic control at their designated crossings. During the summer months, they participate in traffic safety programs and the annual Safety City program.



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School Resource Officer Program (SRO)

The Germantown Police Department is proud of its partnership with the Germantown Municipal School District (GMSD). Since beginning in 1994, the department has assigned School Resource Officers (SRO) to the middle and high schools within the city limits. Upon the creation of the Germantown Municipal School District (GMSD), the SRO program expanded to include all GMSD schools. During the school year, these officers report to their respective schools and provide an on-campus, public safety resource to the staff and students. The officers perform regular law enforcement duties such as: patrols, report taking and school-related investigations. The officers also take their training and experience to the classroom by presenting drug, alcohol and tobacco awareness programs, as well as other safety related material. This program provides positive role models for the students while maintaining an atmosphere that is safe and secure for students and school staff.



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Community Relations

Community Relations is tasked with the responsibility of finding new and inventive ways engaging the community. This is done in several ways, through posts on social media, conducting presentations to various groups, such as HomeOwners Associations, Career Fairs, Citizen's Police Academy, and Safety City. Community Relations coordinate traffic control and safety for all city events.

Training and Education

Law enforcement officers are expected to stay abreast of current laws and ordinances, to use sound judgment and to make informed decisions while performing their duties. Therefore, the department strongly emphasizes employee training and continuing education. Through quality training programs, officers increase efficiency and effectiveness and minimize liability exposure, while becoming more competent and confident in their duties. The Tennessee Peace Officer Standards and Training Commission (P.O.S.T.) requires police officers to receive a minimum of 40 hours of training annually to maintain their certification with the state. Beyond retention of certifications, officers are encouraged to attend training to enhance their knowledge and skills as well as to increase their understanding of community service and improving community partnerships. Many officers of the department are selected to specialize in certain topics and skills in order to gain instructor and expert certifications to facilitate instructional classes for other officers. During 2020, commissioned officers completed 6,515 hours of training with an average of 60 hours per officer. Dispatch and jail personnel attended 2,255 hours of training in 2020. These training hours include numerous courses hosted by the department that range from in-house training conducted by department training personnel to outside instructors providing specialized training.

Training Center

The training center consists of a classroom and indoor firing range. The classroom seats a total of 48 students and is capable of being divided into two separate classrooms. The training room is equipped with two flat panel smart boards and two flat panel display screens. The firing range is indoors and is fully climate and lighting controlled. There are six lanes capable of firing at up to 25 yards. Each lane has its own computerized targeting system that is capable of being operated individually or synchronized with other lanes. The firing range is designed to withstand a standard police caliber rifle or pistol.



The training room seats a total of 48 students and is capable of being divided into two separate classrooms. It is equipped with two flat panel smart boards and two flat panel display screens



The indoor firing range is fully climate and lighting controlled. There are six lanes



The department provides a fitness training center and encourages physical fitness among all of its members

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Communications Division

Commanding Officer: Inspector Donald Taylor



Inspector Donald Taylor started his career as a Public Safety Dispatcher Jailer in January 1989. He was appointed to his present position in July 2020. He serves as a Reserve Police Officer. He is a member of the National Emergency Number Association, Association of Public Safety Communications Officials International, served as Alternate Terminal Agency Coordinator and Incident Command Dispatcher. He is a certified Emergency Number Professional and has completed the Center Management Certification Program. He has served as Vice Chairman of the Tennessee Information Enforcement System Committee.

Personnel of the Communications Center dispatch all police, fire and EMS calls for the City and monitor radio transmissions on the police and fire radios. The Center serves as the 9-1-1 public safety answering point for Germantown. The Center also serves as a distribution and collection point for citizen's vacation requests, complaints and work orders. The public safety dispatchers also perform jail duties which include processing prisoners, maintaining jail records and ensuring prisoner security and safety. The city jail is a 10-bed, adult only, 72-hour holding facility. Prisoners that require more lengthy detention are transferred to the Shelby County jail. The Communications Center is furnished with state of the art work stations and equipment to ensure the highest possible quality service delivery.

Captain Sciara Childress

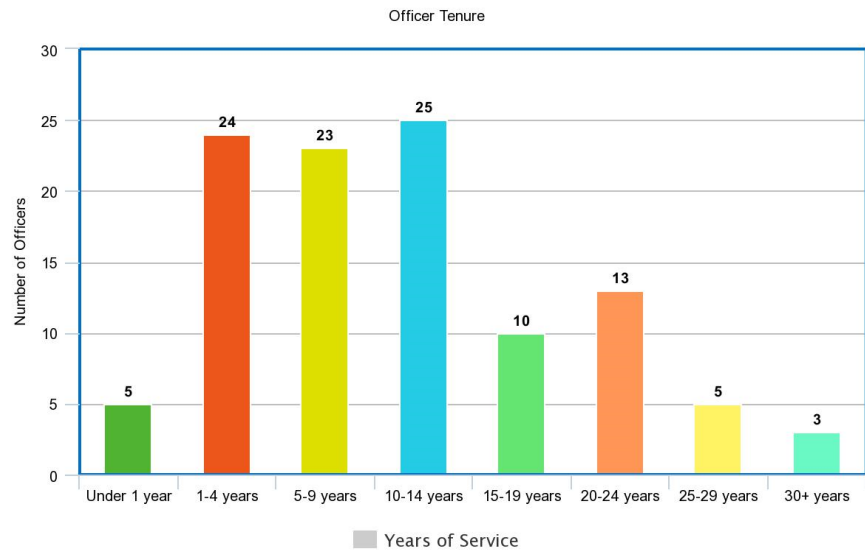


Captain Sciara Childress started her career as a Public Safety Dispatcher Jailer in May 1997. She was promoted to Lieutenant in March 2016 and to her current position in July 2020. Captain Childress is currently the Training Coordinator for the Communications Division. She is certified for the Crisis Intervention Team through the Memphis Police Department and the Center Management Certification Program through National Emergency Number Association. She is a certified Instructor through the Association of Public Safety Communications Officials and a Communications Training Officer.

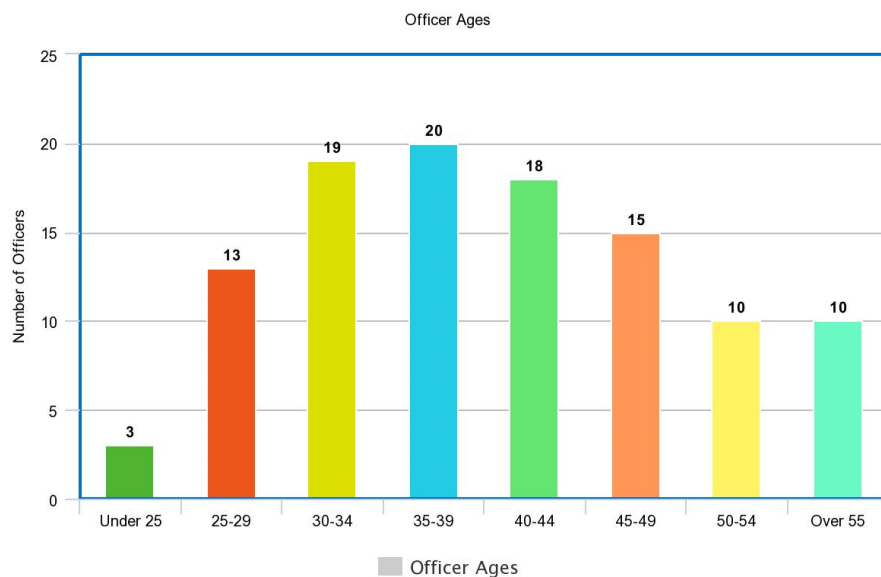
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Personnel

The authorized strength of the Germantown Police Department is 108 officers, 23 public safety dispatchers, 30 reserve officers, 13 crossing guards, 2 data entry clerks, an executive assistant, a police chaplain, and a legal advisor. (Charts represent staffing as of December 31st, 2020)



meta-chart.com



meta-chart.com

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2020 Retirees



Captain Angie Blankenship retired after 23 years of dedicated service



Administrative Asst. Lynn Brown retired after 22 years of dedicated service.



Dispatcher Jailer Elizabeth Coleman retired after 22 years of dedicated service.

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2020 Department Awards

Each year, members of our department who go above and beyond are recognized for their efforts. Some of these awards are delegated by the Chief of police, while others are chosen by officials with the city. Below are those outstanding employees who represent the department's motto, Excellence. Every Day.



Aaron Howell
Police Officer of the
Year



**Dispatcher of the
Year- Charlean
Stinson**



Allison Janelli
2020 Spirit Award Recipient



Evan Thiele
2020 Reserve Officer of the Year

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Department Awards

Divisional Officers of the Month

	<u>Patrol</u>	<u>Investigations</u>	<u>SRO</u>	<u>Communication</u>
January	Dailey			
February	Howell	Cook	Maggipinto	Lenti
March	O'Brien			
April	Olberding	Sathongnhoth	Mack	Draine
May	Mango			
June	Cook, R.M.	Bertling	Burrage	Stinson
July	Quinn, B.			
August	Craddock	Phelan	True	Turner
September	Cordo			
October	Martin	Phelan	Carter	Burgess
November	O'Brien			
December	Farley	Janelli	Terry	Neebling

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2020 Accreditation Award



(Pictured L-R) Members of the Accreditation Team Sr. Patrol Officer Jason Smith and Captain Mike Fisher with Chief Richard Hall

Germantown Police Department received its third Tennessee Law Enforcement Accreditation Award during the Tennessee Association of Chiefs of Police (TACP) meeting held in Franklin, TN on October 16, 2020. To achieve accreditation with TLEA, an agency voluntarily submits to a three year process of enhancing the agency's professionalism and effectiveness utilizing 160 law enforcement standards and participating in a thorough on-site assessment. The standards evaluate an agency's policies which address a variety of areas including organizational, operational and budget management practices. The program is intended to encourage cooperation, recognize professional standing, develop professional services and ensure public safety throughout the State of Tennessee. The TLEA program is a valuable and cost effective way to enhance overall agency effectiveness and professionalism. The Germantown Police Department successfully accomplished TLEA accreditation by meeting criteria that measured the professionalism, organizational, and overall readiness in law enforcement policy and procedures.

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FBI National Academy Program



The FBI National Academy program is a ten-week advanced law enforcement training program for law enforcement managers and executives. Selected personnel stay at the FBI Training Academy in Quantico, VA, and attend classes on advanced investigation methods, media relations, physical fitness, ethics, legal issues and other law enforcement topics. There are law enforcement professionals from each state, as well as international students at each session. The department is fortunate to have had 19 current and former members selected to attend this prestigious program.

NA Graduates currently serving the City of Germantown

Chief Richard Hall 176th Session	Deputy Chief Rodney Bright 221st Session	Captain Jodi Whitfield 230th Session	Inspector Alan Keller 236th Session	Lieutenant Brandon Schiel 250th Session	Captain Michael Gray 260th Session	Captain Bill Stemmler 268th Session	Captain Nick Godwin 276th Session
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Northwestern School of Police Staff and Command

The School of Police Staff and Command is an intensive ten-week program that prepares law enforcement managers for senior positions by uniquely combining academic principles with practical applications. Because research is a key component of the SPSC, many times a student's research project comes directly from a timely and critical issue facing that student's agency. The knowledge gained can be put to use immediately. From the time it was launched in 1983, the SPSC has received enthusiastic response from executives and trainers throughout the country. A review of the course curriculum verifies its completeness and appropriateness for organizational and personal development.

Graduates currently serving the City of Germantown

Chief Richard L. Hall, Class 127
Deputy Chief Rodney A. Bright, Class 114
Captain Jodi W. Whitfield, Class 163

Inspector Alan L. Keller, Class 232
Captain Jack W. Antonuk, Class 256
Lieutenant Robert E. Jones, Class 274
Lieutenant Michael Rogers, Class 403



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Southeastern Leadership Academy

The Southeastern Leadership Academy (SELA), formerly known as the Southeastern Command and Leadership Academy (SECLA), is a dynamic seven-week law enforcement leadership and management program designed for progressive and innovative police managers. SELA prepares mid and upper level supervisory personnel for the increased responsibility of administrative command positions by providing them with the knowledge and skills necessary for successful leadership in their agency and community. The SELA curriculum was developed by a team of national experts in the field of policing and is delivered by these same experts to ensure integrity of delivery.

Graduates currently serving the City of Germantown

Inspector Lee Covey, SELA 5th Session

Captain Michael Gray, SELA 9th Session

Lieutenant Bryan Wallace, SELA 9th Session

Lieutenant Edwin McGee, SELA 9th Session

Lieutenant Ben Sharp, SELA Session 5

Captain William Stemmler, SELA 13th Session

Captain Nick Godwin, SELA 14th Session

Captain Mike Fisher, SELA 14th Session

Lieutenant Kevin Simpson, SELA Session 2

Lieutenant Clint Parker, SELA Session 3

Lieutenant Josh Schultz, SELA Session 5



**Lt. Bryan Wallace, SELA 9th Session graduate,
receiving the 2020 Kiwanis Club Award**

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National Forensic Academy

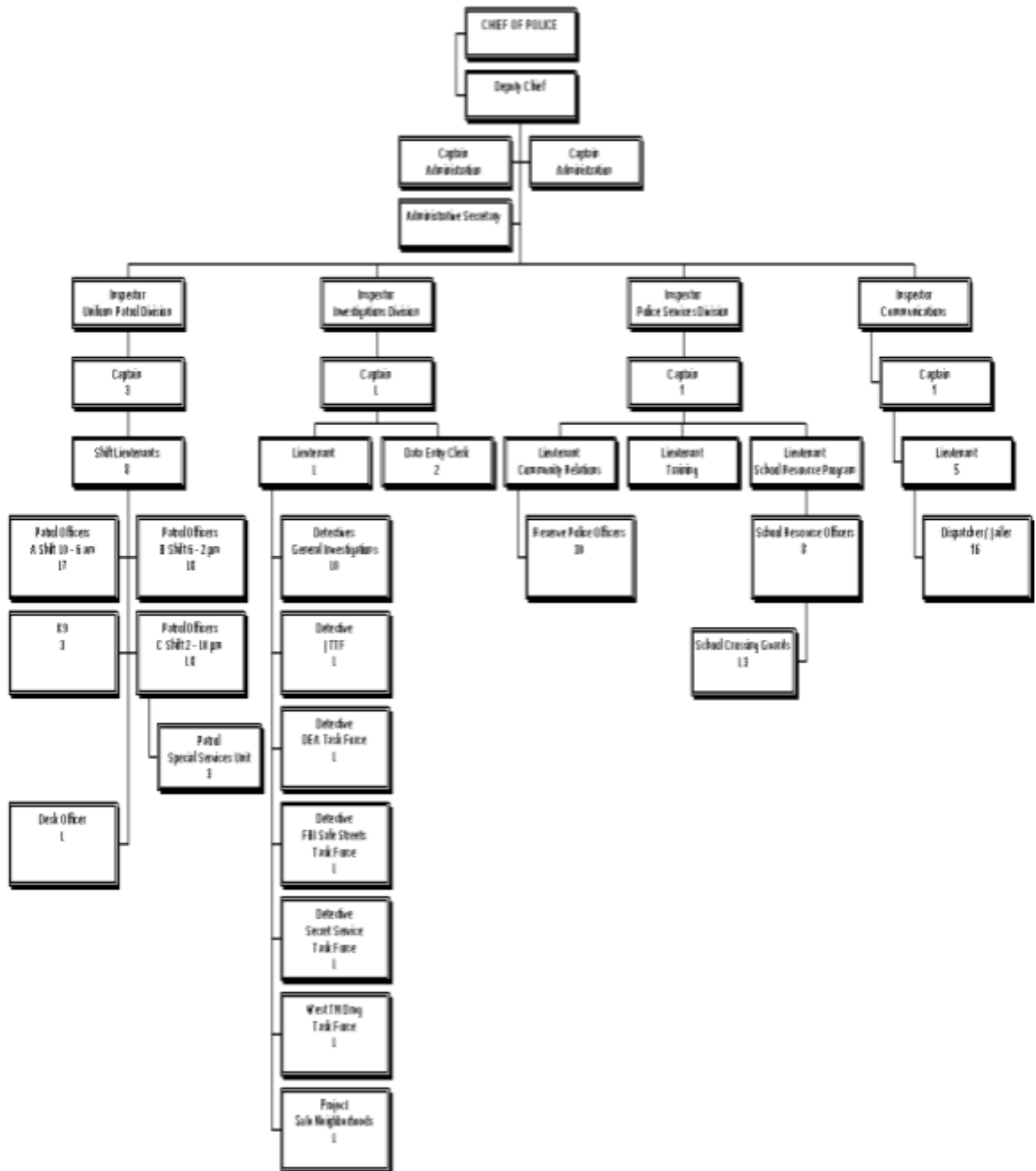
The National Forensic Academy is an intensive 10-week training program, funded by the Bureau of Justice Assistance and designed to meet the needs of law enforcement agencies in evidence identification, collection and preservation. The National Forensic Academy is offered in-residence, utilizing a curriculum developed by leading forensic practitioners from across the United States. Participants are challenged in the various disciplines through classroom instruction, lab activities and field practicum in the specialized courses. Academy participants complete written and in-class competency exams to demonstrate mastery of the subject areas. The goal of the academy is to prepare the crime scene investigator to recognize key elements and to improve the process of evidence recovery and crime lab submission.



Detective Christian Jefferson receiving his NFA certification

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Organizational Chart



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Emergency 9-1-1 and Jail Processing

9-1-1 emergency calls from residences and businesses within the city limits are automatically routed to the Communications Center. This includes cellular phone calls and text to 911. 9-1-1 phone lines are given answering priority by dispatch personnel. In 2020, **99.90%** of all 9-1-1 calls were answered in less than 15 seconds. Public Safety Dispatchers also function as Jailers and process all adult prisoners who are arrested or issued misdemeanor citations by police officers.

Communications Center and Jail Summaries

2020 CALLS FOR SERVICE

POLICE - 30,906 FIRE - 1,287 EMS - 3,202 TOTAL 35,295

Telephone Calls Received by Communications

Non- Emergency Lines- 49,253

9-1-1 lines- 10,687

Total- 59,940

<u>Year</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
911 Calls	11,671	10,816	10,771	8,691	10,186	10,687
Prisoners	2,286	2,594	1,362	1,596	1,459	929

<u>Year</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Police	34,519	41,982	37,272	36,866	40,177	30,906
Fire	1,191	1,374	1,475	1375	1,444	1,287
EMS	2,704	2,634	2,926	3147	3,252	3,202
Total	38,414	45,990	41,673	41,388	44,873	35,395

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5-Year Service History and Trends

Germantown Police Department Yearly Comparison

Crimes Against Persons						
	2015	2016	2017	2018	2019	2020
Murder	1	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0
Negligent Vehicular Manslaughter	0	0	0	0	0	0
Kidnapping/Abduction	3	2	1	2	1	2
Forcible Rape	1	3	1	4	7	3
Forcible Sodomy	1	0	0	0	0	0
Sexual Assault w/Object	0	0	0	0	0	0
Forcible Fondling	0	1	1	3	1	1
Incest	0	0	0	0	0	0
Statutory Rape	1	0	0	0	2	0
Aggravated Assault	30	30	20	21	22	29
Simple Assault	135	143	144	157	126	132
Intimidation	32	35	55	47	49	46
Stalking	4	11	9	12	1	2
Commercial Sex Acts	N/A	0	0	0	0	0
Involuntary Servitude	N/A	0	0	0	0	0
Totals	208	225	231	246	209	215

2020 Annual Report

5-Year Service History and Trends

Crimes Against Property						
	2015	2016	2017	2018	2019	2020
Arson	0	2	4	2	1	0
Bribery	0	0	0	0	0	0
Burglary	102	80	60	58	44	25
Counterfeiting/Forgery	31	44	62	35	33	13
Dest./Damage/Vandalism	73	94	89	72	90	98
Embezzlement	12	14	9	7	7	2
Extortion/Blackmail	0	1	6	5	4	1
Fraud - False Pretenses	39	40	76	50	39	17
Fraud - Credit Card/ATM	46	81	30	34	19	19
Fraud - Impersonation	85	27	20	10	11	9
Fraud - Welfare	0	0	0	0	0	0
Fraud - Wire	23	40	76	60	29	30
Fraud - Identity Theft	N/A	42	90	39	1	8
Fraud - Computer Hacking/Invasion	N/A	1	1	0	1	0
Robbery	7	9	10	4	5	4
Theft - Pocket-picking	2	1	2	2	3	2
Theft - Purse Snatching	0	0	0	0	0	0
Theft - Shoplifting	55	65	82	136	126	122
Theft from Building	95	92	100	93	78	57
Theft From Coin Machine	1	2	0	0	0	0
Theft from Motor Vehicle	169	161	163	221	125	261
Theft of Motor Vehicle Parts	30	14	12	8	11	21
Theft - All Other Larceny	57	55	55	43	81	61
Motor Vehicle Theft	18	10	30	35	27	40
Stolen Property Offenses	10	10	12	14	11	45
Totals	855	885	989	928	746	835

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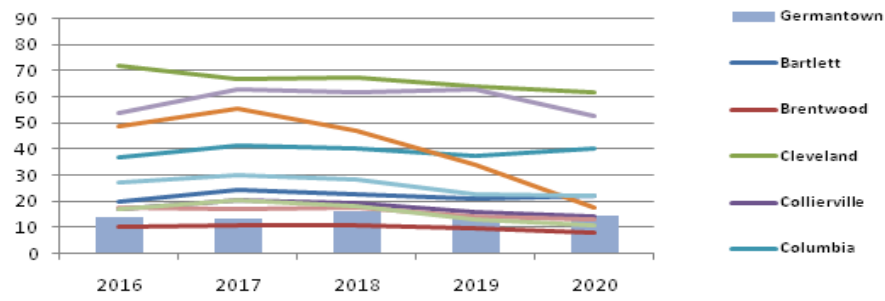
Enforcement Activities

The department is dedicated to the proactive enforcement of criminal statutes and traffic ordinances. The chart below summarizes the enforcement efforts of the department over the last five years.

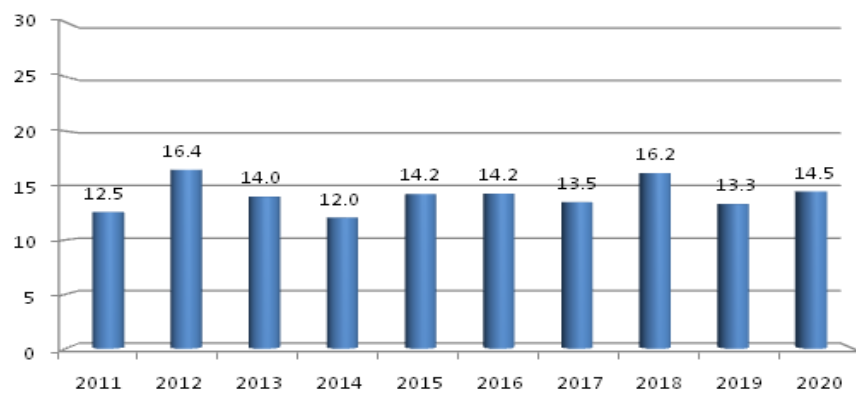
Enforcement Activity	2016	2017	2018	2019	2020
Adult Arrests	2,406	2,181	2535	2284	1514
Juvenile Arrests	83	122	81	62	38
Total Arrests (Adult + Juv.)	2,489	2,304	2616	2346	1552
Drug Related Arrests	148	82	146	112	102
DUI Arrests (includes DWI)	58	70	65	34	26
Traffic Citations	21,323	15,499	16,162	13916	7649
Written Traffic Warnings	8,862	6896	6927	8210	4515
Crashes	2016	2017	2018	2019	2020
Traffic Crashes	1,115	1,415	1046	1213	780
Private Property	266	361	292	305	228
Traffic Fatalities	0	0	4	2	2

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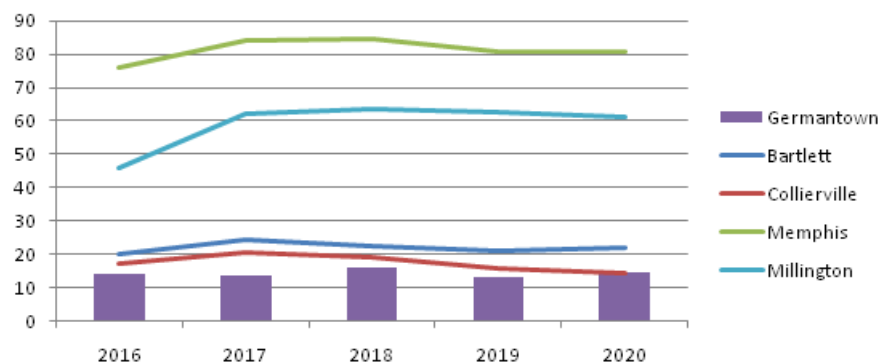
Tennessee Crime Rates for Cities with a Population Between 30,000 and 55,000



Germantown Crime Rate



Shelby County Crime Rates



2020 Annual Report

Police Chaplain Program



The vocation of a police officer is to serve and protect. Police officers face many situations that can be demoralizing and emotionally, mentally, and spiritually draining. Tours of duty have the constant potential for danger. The impact of their position can negatively affect both officers and individual members of the community. By combining forces, where appropriate, the police officer and the clergy are better equipped to meet the diverse needs of people in our complex society. Captain Jack Antonuk is the department liaison for the Police Chaplain program.

Operating Budget Overview

Category	FY16	FY17	FY18	FY19	FY20
Personnel	\$9,242,738	\$9,955,171	\$10,450,225	\$10,867,502	\$11,600,276
Other	\$1,374,191	\$1,404,659	\$1,202,747	\$1,479,135	\$1,311,142
Total	\$10,618,929	\$11,359,830	\$11,652,975	\$12,346,637	\$12,911,418

Police Fleet

The department maintains a fleet of vehicles that includes marked patrol vehicles, unmarked vehicles, special purpose vehicles and ATV's. Each patrol vehicle is equipped with state of the art equipment including a laptop computer, a digital video recording system, GPS, and moving radar.

2020 Fleet Statistics

Total vehicles	87
Miles driven	831,870
Average cost per mile	\$.38
Average age of fleet	57
Total fleet maintenance costs	\$224,073
Total fleet fuel costs	\$95,716



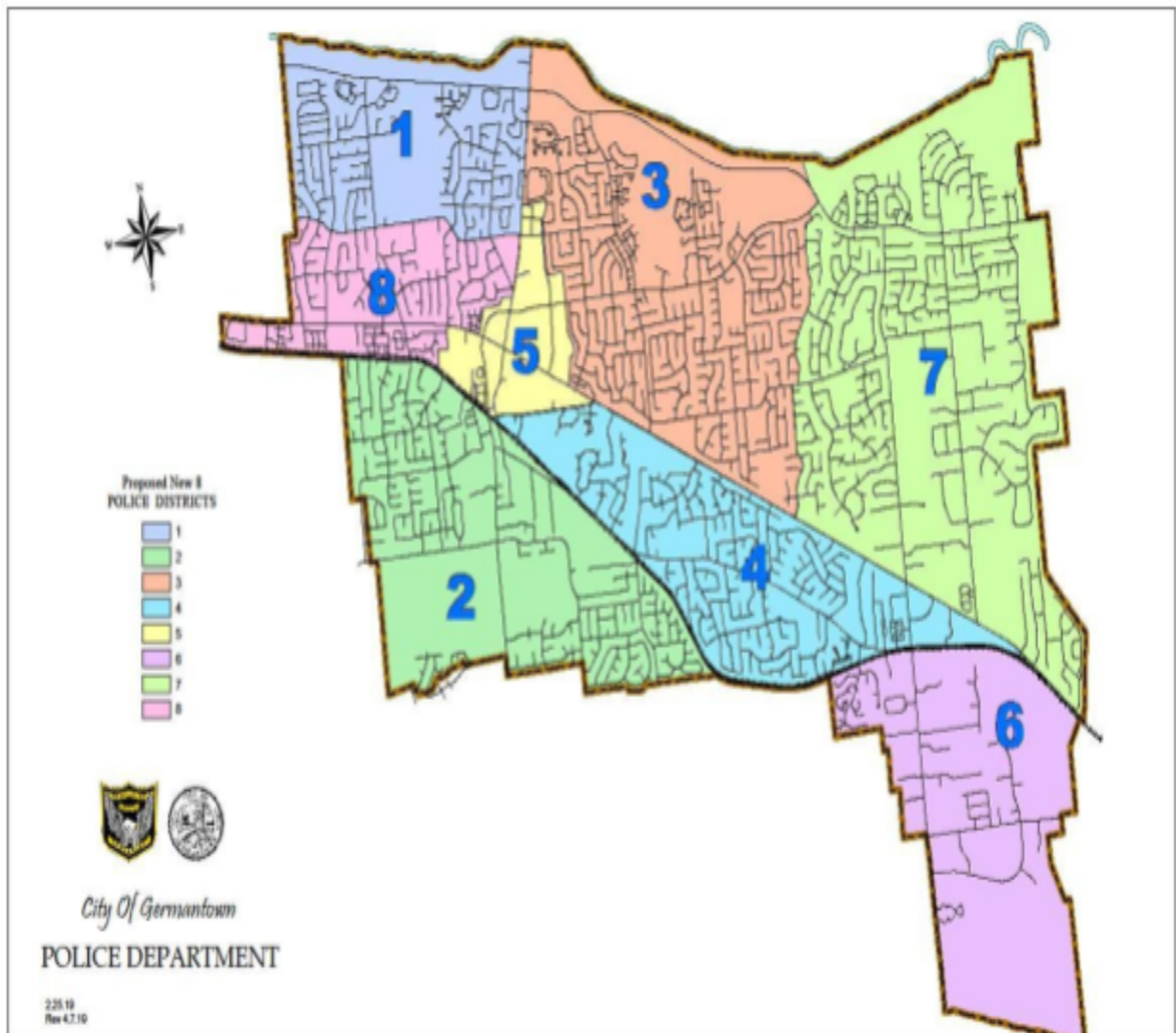
2020 Annual Report

2020 GPD Highlights



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Police District Map



2020 Annual Report

Brief History of the Germantown Police Department

- 1955** Germantown Police Department was officially formed by the hiring of Traffic Officer John Piano.
- 1957** The first full-time police officer, E. Nuismer, was hired. Officer Nuismer and his wife occupied the residence at the fire station and answered the fire phone from 5p.m. until 8a.m. The first police car was purchased. The Auxiliary Police force was appointed.
- 1959** Alderman George Friedel was appointed as Fire and Police Commissioner.
- 1961** Notice was published in the Mid-Week bulletin that warrants will be sworn on those allowing dogs to run at large and the number of dogs was limited to two per family.
- 1963** Police Officer W.E. Bigbee resigned. Walter J. Kennedy was hired as a full time officer.
- 1964** A motion was approved to proceed with a program for a 24-hour Police Department.
- 1965** A motion was approved to schedule a police patrol for the purpose of ascertaining that dogs are not allowed to run loose. Police Chief James Allen resigned effective September 26.
- 1966** A motion was approved to increase the Police budget by \$200 to enforce the ordinance against dogs running at large.
- 1969** A motion was passed to disallow the request to appoint Travis C. Smith as an Auxiliary Policeman because he was not a resident of Germantown.
- 1971** The police report for March 1971 included: 118 tickets, 58 warning tickets, 10 traffic accidents, 32 complaints, 13 arrests, 1 attempted suicide and 2 missing persons.
- 1973** The Municipal Technical Advisory Service's (MTAS) comprehensive study of the Germantown Police Department states that Germantown "rates excellent and should be complemented". Joe Gagliano was appointed Police Chief effective September 15.
- 1978** Police Department purchased five LTD II Police cars at a cost of \$5,954.19 each.
- 1979** A resolution was approved and sent to Mrs. Joe Gagliano and the Gagliano family on the death of Joe Gagliano, Police Chief for six and one half years. The Joe Gagliano Memorial Distance classic was run on Sunday, April 8, 1979, beginning at the intersection of Germantown Road and Farmington Blvd. Robert A. Cochran, formerly of the Memphis Police Department, was chosen as Chief.
- 1983** Mayor Arthur issued a proclamation making the week of August 7 "Reserve Police Officer Week"

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Brief History of the Germantown Police Department

- 1984** Seven 1984 four-door Dodge Diplomats were purchased for the Police Department for \$59,253.
- 1986** Four 1986 four-door Dodge Diplomats were purchased for \$36,232. The Board approved raising the number of persons in the Reserve Program from 21 to 30.
- 1989** Germantown Police Department was responsible for making Germantown one of the "One Hundred Safest Cities in the Country," according to a Commercial Appeal article. Police Chief Cochran resigned and Assistant Chief Boatwright, who began his career with the City as a Reserve Officer in 1974, was chosen as his successor. Police and fire dispatching Communications were separated.
- 1990** Sgt. Jay Johnson with his dog Beaux and Patrolman Mike Griffus with his dog Tucker completed 400 hours of training in drug detection, tracking and general patrol work. Recommended changes and improvements for the Department included a new radio system to replace one that had been in place since 1979, hiring of a data entry clerk to enter reports and citations into the computer system, and initiation to the Law Enforcement Television Network. The City was awarded a \$24,648 Drug Control/Criminal Justice grant to be used for communications equipment, intelligence gathering/surveillance equipment, the purchase of items for officer protection/safety, as well as overtime pay for officers involved in working drug cases.
- 1991** The following changes for the 1992 fiscal year were recommended: four additional officers bringing the force to 47 officers and standardization of firearms. The Chief recommended Smith and Wesson duty pistols, which included a lifetime warranty with parts replaced free of charge. The cost for fifty 9mm pistols was \$20,939.50. Eight K-Band moving traffic radar units were purchased from MPH Industries for \$11,510.
- 1992** When a savings of over half a million dollars was projected, a decision was made to lease The police fleet instead of rehabilitating the vehicles. The lease was for 30 cars with full Maintenance from the Ford Motor Credit Company. The lease was for three years at a Cost of \$45,142 per quarter. Chief Boatwright reported that the City of Germantown had The lowest crime rate within the state for any city over 10,000 in population.
- 1993** The Chief gave a brief overview of the action plan developed by the Task Force on Vandalism. The Department purchased a 1978, 30' Allegro motorhome for \$10,500, to be used as a remote operations command center.
- 1994** The Department purchased a mobile radar-monitoring trailer for \$14,230, using funds from the Federal Drug Enforcement account. Two additional officers were hired. The prison population coming through the jail had grown from 516 in 1980 to over 3,000 in 1993. The Department traded 54 Smith & Wesson Model 5946 pistols for 54 Smith & Wesson Sigma Pistols.

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Brief History of the Germantown Police Department

- 1995** Two German Shepherd police dogs were purchased for \$3,600 each and 20 hand-held radar units were purchased from Progressive Electronics for \$10,399. The Mayor entered into an agreement with the University of Memphis for the implementation of the Alive-at-25 Course for Houston and Germantown High Schools in the amount of \$14,400.
- 1997** The Department purchased seven digital cameras to replace the 35mm cameras at a cost of \$6,279. After Shelby County repealed its county-wide curfew, Germantown was left without a curfew, Germantown was left without a curfew. The Board approved an 11 p.m. to 6 a.m. curfew for minors under the age of 18. Police Chief Eddie Boatwright retired. Deputy Chief James A. Fortune was appointed as Chief of Police Ten new recruits were welcomed to the force.
- 1998** The Department had 75 officers or 2.02 officers per 1,000 citizens. It was recommended that five more officers be hired to prepare for anticipated city growth. A 15-passenger van was bought. "The Roc," the 1978 motorhome command post, was sold. A trailer was purchased for \$28,771 and used as the new mobile command post. Police policy and procedure manuals were ordered. The Police Department had not previously had a standardized manual.
- 1999** A mock hostage situation was held at Houston High School. Police Chief Jim Fortune left the Department due to health reasons. Richard Hall was appointed acting Chief of Police.
- 2000** Maria Alexander was appointed and confirmed as Chief of Police. The Department implemented a Police Explorer Post and a voluntary physical fitness program. SWAT team finished 3rd in regional competition.
- 2001** Six new police officers were hired. Approval was granted for the implementation of an automated traffic enforcement system, which uses cameras mounted at various intersections throughout the city to help enforce red light violations. SWAT team finished 3rd in regional competition.
- 2002** Richard Hall was appointed Chief of Police following the resignation of Maria Alexander. The Automated Red Light Enforcement System was implemented and video cameras were installed at two intersections in the city. A new Automated Fingerprint Identification System was installed in the Germantown Jail to increase the speed and quality of recording and submitting fingerprints of persons processed into the jail.
- 2003** The first Citizens Police Academy class graduated. A public email alert system, the Police Alert Network, was developed and implemented. The department received certification in T.I.B.R.S. reporting of crime statistics. SWAT team finished 2nd in regional competition, with team members J. W. Whitfield and A. L. Keller winning the overall sniper / observer trophy.

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Brief History of the Germantown Police Department

- 2004** Fifteen new Reserve Officers graduated. The second Citizens Police Academy class graduated. The property and evidence room converted to using a barcode scanner system which greatly improved efficiency and accountability. New in-car camera systems featured the use of DVD Media. Automated enforcement system was upgraded. Department participated in a county-wide joint terrorism drill.
- 2005** Equipment received through homeland security grant funding (radios, gas masks, thermal imaging camera). Technology improvements included a new digital voice logging recorder and CAD Mapping projectors for the communications center, upgrades to the emergency operations center and computerized crime mapping. Investigations obtained a crime scope imaging device and a forensic light source kit which allowed for advanced examination of crime scenes for DNA related evidence. In October, a dangerous night time burglar deemed the "Hacks Cross Creeper" was arrested. 35 cases were attributed to him and submitted to the Attorney General's office for review.
- 2006** Four additional police officers budgeted for new patrol district. Homeland Security grants allowed for acquisition of equipment including a Lenco BearCat armored vehicle to enhance the department's regional response capabilities. Controlled access system installed around department and city hall. SWAT team finishes 3rd in regional competition.
- 2007** Reserve police officer and Citizen Police Academy classes graduate. New patrol district staffed and implemented. Department fully staffed with 86 police officer positions filled. On August 16, rookie Officer G. D. Herndon shot an armed suspect who fired on officers and threatened to kill his wife. Herndon was awarded the Medal of Valor. Through grant funding, the department acquires three ATV's and an enclosed trailer. SWAT team received an invitation to compete in the World SWAT Challenge in Little Rock. Willie A. Price, the so called "Hacks Cross Creeper" is convicted and sentenced to prison. New audio / video equipment installed in the interview room. Department began a new technology project that would allow for in car, electronic field reporting, computer generated citations and AVL.
- 2008** In January, a "trusted maid" was arrested for masterminding a home invasion on Park Creek. Four others are eventually charged as well. In February, two college students were arrested for stealing two decorative Nutcrackers that were on display for the holidays. A woman was arrested after sending email threats to city officials after she received a red light citation. The department officially formed a Hostage Negotiations Team (HNT). A hostage negotiations phone was purchased, and the team began training in-house and regionally with other area negotiations teams. Automated enforcement intersections receive equipment upgrades. In June, a quick response to a home invasion in Bedford Plantation leads to a lengthy car chase into Memphis and the capturing of suspects. Eventually eight suspects were charged. Greenway patrols become focus during summer months. The National Night Out event moved locally to October. Betty Brooks, Administrative Secretary, retired after 30 years of service. Detectives assigned to the FBI Safe Streets Task Force and West Tennessee Drug Task Force. Crime statistics dropped in several categories and remained low overall.

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Brief History of the Germantown Police Department

- 2009** The police communications center and jail were renovated. In November, officers responding to a robbery in progress call at a nearby McDonald's restaurant apprehended the two suspects inside the business. The suspects were also driving a car taken in a carjacking.
- 2010** The police department certified nine traffic crash investigators to become crash reconstruction specialists. In September, the traffic investigators were instrumental in preparing the department in switching over to the State of Tennessee's Traffic and Criminal Software (TraCS), which was later upgraded to the Tennessee Integrated Traffic Analysis Network (TITAN), which completely automated the crash reporting system. This went into full implementation in December. In August, detectives cleared 3 aggravated burglaries and 11 auto burglaries, with the arrest of one male suspect. In October, midnight shift patrol discovered two subjects burglarizing a local pet store. The two subjects fled the scene in a truck. Initial information gathered from the patrol officers was investigated by detectives. As a result of that investigation, detectives arrested and charged two brothers, who were responsible for multiple burglaries in west and middle Tennessee and northern Mississippi. The department implemented the use of social media as a means of informing the public in "real time" and providing a mechanism for two-way communication between the department and the citizens.
- 2011** In April, the mid south experienced a major flood event. Wolf River Blvd. was partially flooded, as was the department's emergency storage facility. In May, detectives arrested and charged Lori Leigh Lewis with criminally negligent homicide in the death of her five month old son. Also, in May, members of the SWAT team assisted on a protection detail for the President of the United States in his visit to Memphis. Renovation of the men's and women's locker rooms was completed. Administration parking area secured by a new brick wall and electronic gate. A graphics design team was formed in July and ultimately developed a new patrol car graphics scheme for marked cars. TACP accreditation continued. On Tuesday, July 26, at about 11:46 a.m., Patrol officers responded to an alarm call at 7334 Mcvay, they cleared the scene with no report, at 12:02 p.m., officers responded to a report of a burglary in progress at 1928 Riverdale. As they arrived, they observed a silver Toyota fleeing the scene and pursued the vehicle. Suspects were later arrested and burglaries cleared. The SWAT team finished 10th at the World SWAT competition. Officers arrested Mickey Edwards for burglary in November.
- 2012** The department deployed the Chevrolet Police Tahoe for patrol service. On April 5, midnight shift officers responded to a burglary in progress call in the 8300 block of Beaverwood. Officers located and arrested the suspect nearby. Several auto burglary cases were cleared as a result of the arrest. On October 7, a critical motor vehicle crash occurred at Poplar and Brachton. Lieutenant S. L. Lovelace was driving on Poplar and arrived at the scene immediately after the crash occurred. One of the vehicles involved was observed to be on fire. Without regard for his safety, Lieutenant Lovelace approached the vehicle to remove the unconscious driver. He was assisted by Patrolman K. R. Simpson. The officers were able to remove the 17 year old female driver as the fire worsened. Unfortunately, the driver had suffered fatal injuries. Both officers later received the department's Medal of Valor for their actions.

2020 Annual Report

Brief History of the Germantown Police Department

2013 On April 16, Heather Palumbo-Jones was reported as a missing person to the department. An exhaustive investigation into her disappearance led to murder charges being placed against her estranged husband, Chris Jones on April 23. In August, the department converted its records management system from the AS400 platform to the Windows based MSP version. On November 14, several officers were recognized for their performance in critical situations. The following awards were presented: Lt. S. L. Lovelace (Medal of Valor), Ptlm. K. R. Simpson (Medal of Valor), Ptlm. J.C. Shultz (Life Saving Award), Ptlm. R. L. Friedel (Life Saving Award), and Ptlm. J. B. Bond (Life Saving Award). In December, the department began its subscription to the online Training program known as Virtual Academy (V-Academy).

2014 On January 21, a female pedestrian was struck and killed when attempting to cross the roadway on Poplar at Kirby. On January 27, the newly formed Leadership Advisory Council held its first meeting. In March, the communications center was renovated and the patrol division began its own DUI testing program. In April, the department conducted active shooter training for all personnel. In May, the department successfully completed the accreditation process and was officially accredited through Tennessee Association of Chiefs of Police Tennessee Law Enforcement Accreditation program. On July 15 at 9:42 p.m., officers responded to Cameron Brown Park in response to a suicidal armed party call. The suspect, Justin Neal Davis, was the subject of a BOLO from Fayette County Sheriff's Office as someone who was despondent, armed and dangerous. Arriving officers located the suspect in the rear of the park and found him armed with a long rifle. CIT officers attempted to defuse the situation to no avail. The suspect was observed aiming his rifle at officers and several officers fired in response. Mr. Davis was fatally wounded. Agents from the Tennessee Bureau of Investigation completed a comprehensive investigation, which determined officers were justified in their use of deadly force.

2015 In January, there were two robberies of residents on their driveways as they arrived home and a robbery of two individuals inside of their home. Also in January, a male was arrested for a residential burglary and several thefts from vehicles after officers chased him on foot. Bryan Wallace and Josh Schultz were promoted to the rank of lieutenant. Officer James Griffith received the Tennessee PTA Lifetime Achievement Award for his role as the school resource officer at Houston Middle School. In April, a man was arrested after stealing a woman's purse while the suspect was armed with a pistol, and the victim was washing her car on her driveway. In July, four additional officers were hired, bringing the total number of sworn officers to 95. In July, two men were arrested for forcing their way into a home to burglarize it, not knowing that a thirteen-year-old female was home alone. In July, a man shot his girlfriend and then himself on Elm Leaf Drive, causing Germantown's only homicide in 2015. The "Cop Stop" Program created by Joanna Young continued to grow in Germantown, providing time for officers to eat and spend time talking with residents.

2020 Annual Report

Brief History of the Germantown Police Department

- 2016** The seventh police district was established to allow for more coverage in the Central Business District. With ninety-nine officers, the department was fully staffed to set the minimum staffing level at seven officers per shift. The department maintained a school resource officer in each of the eight schools in Germantown, which comprised five Germantown Municipal School District schools and three Shelby County School District schools. Germantown's crime rate reached its lowest this year as compared to the last three years, even as surrounding cities saw an increase in violent and property crimes. The Cop Stop Program grew and was hosted by different citizens throughout the city during the year. Eleven citizens graduated from the Citizen Police Academy. Mary Katherine Miller, a Germantown resident and president of the Key Club at Evangelical Christian School, led a fundraiser to purchase a canine protective vest for Enza, who was one of two department Patrol canines. The department transitioned to Power DMS, a robust software application used to update and make readily available all policies and procedures to department Personnel.
- 2017** The department adopted Power DMS, a new web based document management system utilized to improve policy management and streamline the accreditation process. The software is also used as a training platform and provides a mobile app for access in the field. Deputy Chief Bright and the Germantown Municipal Television vision crew at HHS launched a monthly television series called "On the Beat" hosted by Chief Bright. This monthly television show serves to provide information to the public regarding the agency, its partners in the community, and tips for staying safe. The Germantown S.W.A.T. Team earned first place honors after participating in the Mississippi Tactical Officers Association Competition against teams from throughout Mississippi and the Memphis Metro area. The position of Communications Captain was developed to improve the direction and performance of the expanding communications division. Lt. Don Taylor was promoted to Captain to assume this new critical role.
- 2018** The department added an additional K9 team bringing the total compliment to three teams, one on each shift. The department also created and staffed the new special enforcement team. This three officer unit is tasked with directed enforcement activities in response to traffic complaints or increases in specific offense types. A project was undertaken to renovate and modernize the department firing range. The new range will allow decision based dynamic training to further enhance the department's training capabilities. The Germantown SWAT Team earned its second straight championship at the Mississippi Tactical Officers Association competition.
- 2019** The department began preparations for the addition of an eighth patrol district and the total complement of officers was raised to 108. The department participated in the city's successful application for the Malcolm Baldrige National Quality Award which was received in December.
- 2020** The department adjusted to policing during a global pandemic, adding personal protective equipment and remote roll calls among other safety precautions to continue our service to the citizens of Germantown. Additionally, anti-police protests erupted across the nation calling for policing reform and the defunding of some departments. Despite these challenges officers maintained their professionalism and delivered on our commitment to deliver service excellence.

2020 Annual Report

Credits/Acknowledgements

Data Sources

Germantown Police Department 2020 Monthly Reports

Uniform Crime Reports / TIBRS Database

City of Germantown Budget Summary

Report Design and Editing

Mike Fisher, Captain

Holly Christensen, Police Coordinator

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Police Supervisors

History

Andy Pouncey, Assistant City Administrator (Ret.)

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